

News

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of Labor



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EMPLOYMENT COST INDEX—JUNE 2000

The Employment Cost Index (not seasonally adjusted) for June 2000 was 148.0 (June 1989=100), an increase of 4.4 percent from June 1999, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI) measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, the 3-month increase in compensation costs for civilian workers (nonfarm private industry plus State and local government) was 1.0 percent during the March-June 2000 period, following a gain of 1.4 percent in December 1999-March 2000. Wages and salaries increased 1.0 percent during the March-June 2000 period, following a 1.1 percent increase in the previous 3-month period. Benefit costs rose 1.1 percent during the June 2000 quarter, falling from the 2.0 percent increase in the March 2000 quarter.

Table A. 3-month percent changes in Employment Cost Index, seasonally adjusted

Compensation Component	Sep. 1998	Dec. 1998	Mar. 1999	June 1999	Sep. 1999	Dec. 1999	Mar. 2000	June 2000
Civilian workers								
Compensation costs	0.9	0.6	0.5	1.1	0.8	1.0	1.4	1.0
Wages and salaries	1.1	0.7	0.5	1.2	0.9	0.9	1.1	1.0
Benefit costs	0.7	0.6	0.3	1.0	0.8	1.2	2.0	1.1
Private industry								
Compensation costs	1.1	0.6	0.4	1.1	0.9	1.0	1.5	1.1
Wages and salaries	1.2	0.7	0.4	1.2	0.9	0.9	1.2	1.0
Benefit costs	0.6	0.6	0.3	1.0	1.0	1.1	2.3	1.2
State and local government								
Compensation costs	0.8	0.6	0.6	0.9	0.8	1.1	0.8	0.8
Wages and salaries	0.7	0.8	0.7	0.9	0.9	1.0	0.9	0.8
Benefit costs	0.9	0.6	0.5	0.6	0.4	1.2	1.0	0.5

NOTE

This release incorporates an expanded definition of nonproduction bonuses. See page 3 for details.

The 3-month increase in compensation costs for private industry workers was 1.1 percent during the March-June 2000 period. The gain in wages and salaries was 1.0 percent in June; in March, it was 1.2 percent. Benefit costs showed a 3-month rise of 1.2 percent during the June quarter, falling from the 2.3 percent gain during the March period. (See tables A and 1.) The moderation in benefits was due to smaller increases in benefit costs across the board.

Compensation costs for State and local government workers increased 0.8 percent during the March-June 2000 period, unchanged from the previous quarter. Wages and salaries rose 0.8 percent in June, following a gain of 0.9 percent in March. Benefit costs increased 0.5 percent in the June quarter; in March, the increase was 1.0 percent.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 4.4 percent for the year ended in June 2000. This compares with over-the-year increases of 3.2 percent in June 1999 and 3.5 percent in June 1998. Compensation costs in private industry rose 4.6 percent in the year ended June 2000, following increases of 3.3 percent in June 1999 and 3.5 percent in June 1998. In State and local government, compensation costs increased 3.5 percent for the year ended June 2000; over-the-year increases were 3.0 percent in June 1999 and 2.7 percent in June 1998. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 4.1 percent for the year ended June 2000. Wages and salaries increased 3.6 percent in June 1999. (See tables B and 6.) Benefit costs for private industry workers increased 5.7 percent for the year ended in June 2000, a significant increase from 2.5 percent in June 1999. (See chart A and tables B and 8.) The rise in benefit costs were due, in part, to higher payments for health insurance, supplemental pay, and paid leave.

In private industry, over-the-year compensation cost increases were 4.9 percent for white-collar occupations, 4.3 percent for blue-collar occupations, and 3.4 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 3.7 percent for transportation and material moving to 5.4 percent for sales occupations. (See table 3.)

Table B. 12-month percent changes in Employment Cost Index, not seasonally adjusted

Compensation Component	June 1995	June 1996	June 1997	June 1998	June 1999	June 2000
Civilian workers						
Compensation costs	2.9	2.9	2.8	3.5	3.2	4.4
Wages and salaries	3.0	3.2	3.2	3.8	3.6	4.0
Benefit costs	2.7	1.8	2.0	2.4	2.5	5.3
Private industry						
Compensation costs	2.8	2.9	2.9	3.5	3.3	4.6
Wages and salaries	2.9	3.4	3.3	4.0	3.6	4.1
Benefit costs	2.6	1.7	2.0	2.6	2.5	5.7
State and local government						
Compensation costs	3.1	2.6	2.4	2.7	3.0	3.5
Wages and salaries	3.2	2.8	2.7	3.0	3.1	3.7
Benefit costs	2.9	2.2	1.7	2.1	2.6	3.1

For the year ended June 2000, the compensation cost increase was 4.8 percent for goods-producing industries, compared with 2.7 percent for the year ended June 1999. The over-the-year increase in compensation costs for service-producing industries was 4.4 percent, compared with an increase of 3.6 percent for the year ended June 1999. Among industry divisions, June 1999-to-June 2000 increases ranged from 2.7 percent in transportation to 5.7 percent in banking, savings and loan, and other credit agencies. (See table 3.)

Over-the-year compensation cost increases for nonunion workers were 4.6 percent, higher than the 3.9 percent gain for union workers. Similarly, compensation in service-producing industries increased 4.6 percent for nonunion workers, higher than the 3.0 percent gain for union workers. In contrast, in goods-producing industries, the increase for both union and nonunion workers was 4.8 percent. Compensation in blue-collar occupations rose 4.2 percent for both union and nonunion workers. (See table 4.)

State and local government

In State and local government, the June 2000 over-the-year increase in wages and salaries was 3.7 percent, higher than the 3.1 percent increase in June 1999. Benefit costs for June 2000 increased 3.1 percent. In June 1999, the increase was 2.6 percent. (See tables 5 and 8.)

NOTES:

The ECI for September 2000 is scheduled to be released Thursday, October 26, 2000, at 8:30 a.m. (EDT).

This release introduces an expanded definition of nonproduction bonuses designed to improve the ECI's representation of the compensation packages offered to employees. In addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, the June ECI includes hiring and referral bonuses. Hiring bonuses are payments made by the employer to induce an individual to accept employment; referral bonuses are payments made by the employer for recommending an applicant who is hired by the establishment. A fact sheet has been prepared with additional information on this change and its effect on the ECI. This information can be obtained directly from the Internet site (<http://stats.bls.gov/ecthome.htm>), by e-mail request (ocltinfo@bls.gov), or by telephone (202) 691-6199.

As part of its ongoing research program, the Bureau of Labor Statistics is currently conducting research on stock option plans. This research will be completed in stages. BLS has completed the collection of a test survey to determine the incidence of stock option plans across all industries and occupations. The prevalence of these plans, based on test results and the potential impact on compensation costs, will determine the next stage of research. The results of the incidence survey will be published in fall 2000.

ECI data are available on the ECI home page (<http://stats.bls.gov/ecthome.htm>). To access data using Anonymous FTP, use the Internet address (<ftp://ftp.bls.gov>).

For technical assistance in using the BLS Internet site, send e-mail to (labstat.helpdesk@bls.gov). For ECI data requests, send e-mail to (ocltinfo@bls.gov).

The ECI news release is now available through an e-mail subscription service. Please see the subscription link on (<http://stats.bls.gov/ecthome.htm>) or (<http://stats.bls.gov/newsrels.htm>).

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call (202) 691-6325. To request a catalog of available documents, select option 2 at the initial voice prompt. To request data found in this news release, enter the following codes:

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Employment Cost Index

Chart A. Changes in wages and salaries and benefit costs, private industry

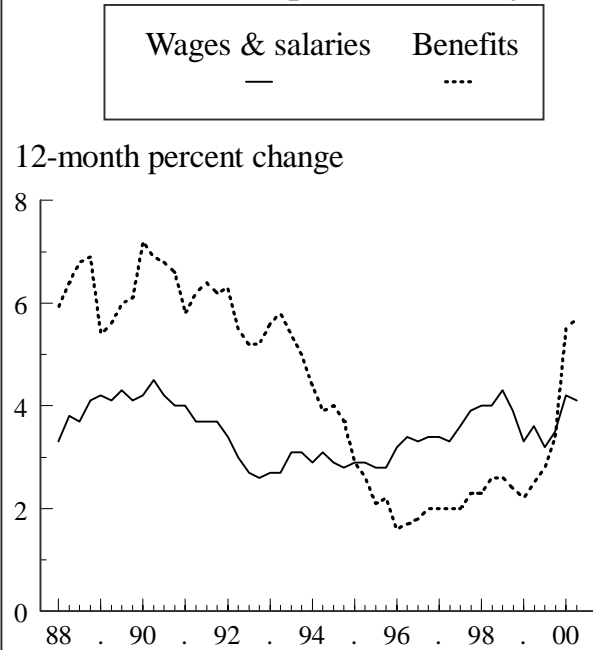


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

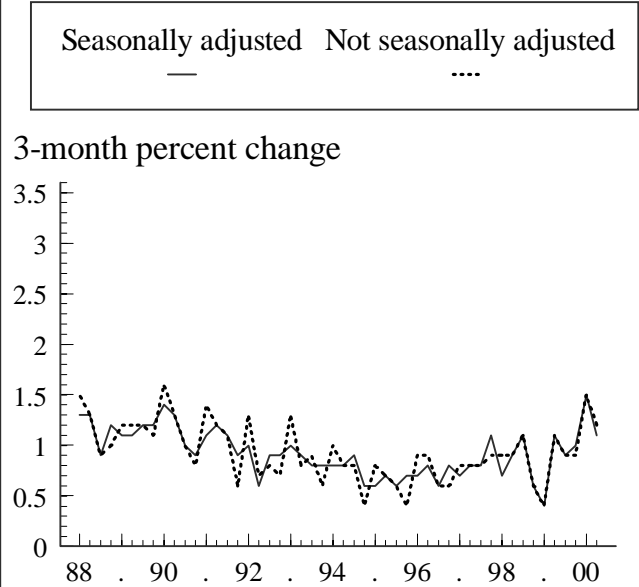


Chart C. Changes in compensation by occupational group, private industry, goods-producing industries

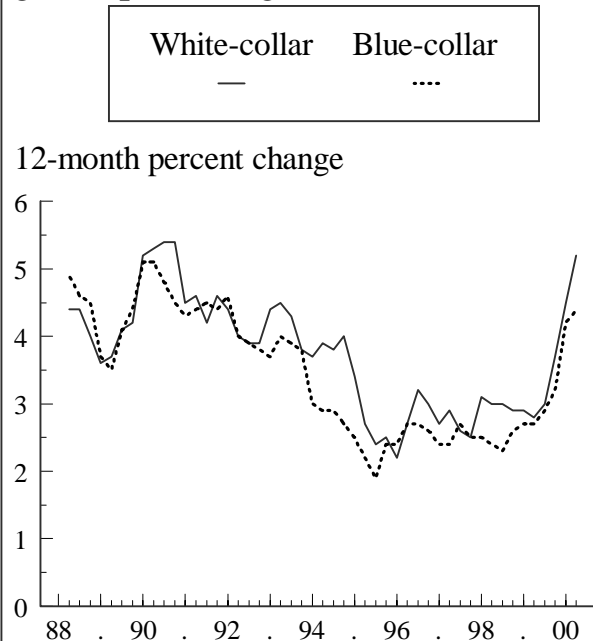


Chart D. Changes in compensation by occupational group, private industry, service-producing industries

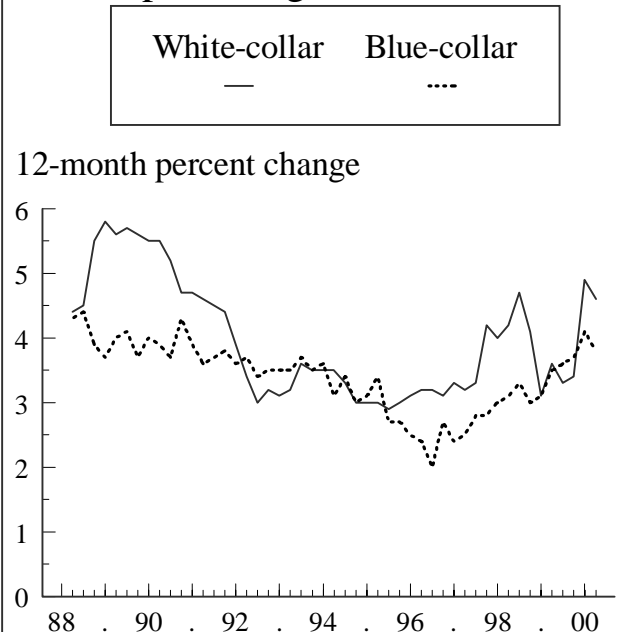


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 2000	Jun. 2000	Sep. 1998	Dec. 1998	Mar. 1999	June 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000
TOTAL COMPENSATION										
Civilian workers	146.4	147.9	0.9	0.6	0.5	1.1	0.8	1.0	1.4	1.0
State and local government	145.4	146.5	.8	.6	.6	.9	.8	1.1	.8	.8
Private industry	146.6	148.2	1.1	.6	.4	1.1	.9	1.0	1.5	1.1
Industry										
Goods producing ²	144.9	146.6	.7	.5	.8	.6	.9	1.1	1.6	1.2
Construction ³	141.0	142.9	.5	1.1	.9	.7	.7	1.0	1.4	1.3
Manufacturing	145.9	147.4	.8	.4	.7	.7	.9	1.1	1.6	1.0
Durables	146.6	148.3	.8	.4	.6	.7	.9	1.1	1.9	1.2
Nondurables	144.7	146.0	.8	.5	.7	.7	.9	1.0	1.2	.9
Service producing ⁴	147.4	149.0	1.2	.7	.3	1.3	.9	1.0	1.4	1.1
Transportation and public utilities ⁵	143.8	145.8	.9	.7	.1	1.0	.5	.5	1.0	1.4
Wholesale trade ³	150.1	151.7	1.7	1.5	-1	1.2	1.2	1.6	1.0	1.1
Retail trade	143.4	144.6	1.0	.2	.8	1.4	.5	1.1	1.6	.8
Finance, insurance, and real estate ^{3,6}	152.0	153.1	1.9	1.1	-7	3.0	1.2	.5	2.5	.7
Services	149.4	151.3	.9	.6	.6	.8	.9	1.0	1.3	1.3
Nonmanufacturing	146.8	148.4	1.2	.7	.4	1.1	.8	1.0	1.5	1.1
Occupational group										
White collar	149.3	151.2	1.1	.7	.3	1.3	.9	1.0	1.6	1.3
Blue collar	142.7	144.0	.7	.7	.7	.8	.9	.9	1.5	.9
Service	143.4	145.0	1.0	.6	1.0	.8	.3	1.1	.8	1.1
WAGES AND SALARIES										
Civilian workers	144.0	145.5	1.1	.7	.5	1.2	.9	.9	1.1	1.0
State and local government	144.4	145.5	.7	.8	.7	.9	.9	1.0	.9	.8
Private industry	143.9	145.4	1.2	.7	.4	1.2	.9	.9	1.2	1.0
Industry										
Goods producing ^{2,6}	141.3	143.0	.8	.7	.8	.7	.9	.9	1.1	1.2
Construction ³	136.3	137.8	.2	1.1	1.1	.5	.8	.9	1.8	1.1
Manufacturing ⁶	142.9	144.4	1.0	.6	.8	.8	.9	.9	1.0	1.0
Durables ⁶	143.0	144.7	1.0	.7	.7	.9	.9	1.0	.8	1.2
Nondurables	142.5	143.9	1.0	.6	.7	.7	.8	.9	1.1	1.0
Service producing ⁴	145.0	146.5	1.4	.7	.3	1.4	.9	.9	1.2	1.0
Transportation and public utilities ⁵	138.4	140.2	.9	.7	.1	1.3	.3	.4	.4	1.3
Wholesale trade ³	147.6	149.5	1.5	1.4	-1	1.1	1.3	1.5	.9	1.3
Retail trade	142.3	143.3	1.4	.1	1.0	1.2	.4	.9	1.7	.7
Finance, insurance, and real estate ^{3,6}	148.7	149.5	2.4	1.2	-1.9	3.8	1.5	.5	2.4	.5
Services	147.3	149.2	1.2	.6	.9	.8	.8	1.0	1.0	1.3
Nonmanufacturing	143.9	145.6	1.3	.8	.3	1.4	.8	.9	1.2	1.2

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group — Continued

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 2000	Jun. 2000	Sep. 1998	Dec. 1998	Mar. 1999	June 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000
WAGES AND SALARIES—Continued										
Occupational group										
White collar	146.7	148.3	1.4	0.7	0.4	1.2	0.9	1.0	1.3	1.1
Blue collar ⁶	139.1	140.5	.8	.6	.8	1.0	.9	.7	1.0	1.0
Service	141.0	142.5	1.1	.7	1.0	.8	.1	1.2	1.0	1.1
BENEFIT COSTS										
Civilian workers	152.3	154.0	.7	.6	.3	1.0	.8	1.2	2.0	1.1
State and local government	148.0	148.8	.9	.6	.5	.6	.4	1.2	1.0	.5
Private industry	153.4	155.3	.6	.6	.3	1.0	1.0	1.1	2.3	1.2
Industry										
Goods producing ²	152.3	154.1	.4	.2	.7	.6	.8	1.4	2.7	1.2
Manufacturing	152.3	153.8	.3	.0	.6	.6	1.0	1.4	3.0	1.0
Service producing ⁴	153.9	156.0	.7	.8	.1	1.3	.9	1.1	2.0	1.4
Nonmanufacturing	154.0	156.1	.7	.7	.3	1.2	.9	.9	2.2	1.4
Occupational group										
White collar	156.3	158.5	.7	.5	.3	1.0	1.1	1.0	2.5	1.4
Blue collar	150.3	151.5	.4	.4	.7	.7	.8	1.0	2.9	.8
Service	150.7	152.6	.8	.2	.8	.9	.5	1.2	.4	1.3

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the unadjusted series upon which this series is based exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the

Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.

⁶ No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Civilian workers	141.8	146.5	148.0	1.0	1.3	1.0	3.2	4.3	4.4
Excluding sales occupations	141.7	146.3	147.7	.9	1.2	1.0	3.1	4.1	4.2
Industry									
Goods producing ²	140.0	144.9	146.6	.7	1.7	1.2	2.7	4.2	4.7
Manufacturing	140.9	146.0	147.5	.7	1.7	1.0	2.7	4.4	4.7
Service producing ³	142.4	147.1	148.4	1.1	1.2	.9	3.4	4.4	4.2
Services	143.2	148.0	149.3	.6	1.0	.9	3.0	4.0	4.3
Health services	141.4	145.9	147.5	.6	1.1	1.1	2.1	3.8	4.3
Hospitals	142.2	146.3	147.7	.6	.9	1.0	2.9	3.5	3.9
Educational services	141.7	146.5	146.8	.3	.5	.2	2.9	3.7	3.6
Public administration ⁴	141.5	145.7	146.1	.5	.9	.3	3.0	3.5	3.3
Nonmanufacturing	141.9	146.6	148.0	1.0	1.3	1.0	3.4	4.3	4.3
Occupational group									
White collar	143.3	148.4	149.9	1.0	1.4	1.0	3.3	4.6	4.6
Excluding sales	143.4	148.3	149.8	.8	1.3	1.0	3.2	4.3	4.5
Professional specialty and technical	142.2	146.7	148.3	.6	1.0	1.1	2.8	3.8	4.3
Executive, administrative, and managerial ...	145.4	150.5	151.9	1.3	1.3	.9	4.1	4.9	4.5
Administrative support, including clerical	143.4	148.6	150.1	.6	1.7	1.0	2.9	4.3	4.7
Blue collar	138.3	142.7	144.1	.9	1.5	1.0	3.0	4.1	4.2
Service	142.4	146.0	147.1	.8	.8	.8	3.3	3.3	3.3
State and local government	141.0	145.5	145.9	.4	.6	.3	3.0	3.6	3.5
Industry									
Services	140.5	145.2	145.5	.4	.5	.2	2.9	3.7	3.6
Excluding schools ^{5,6}	140.3	145.2	145.8	.5	1.0	.4	3.0	4.0	3.9
Health services	142.0	147.3	147.9	.6	1.0	.4	2.9	4.3	4.2
Hospitals	142.7	147.9	148.4	.7	1.1	.3	3.1	4.4	4.0
Educational services	140.3	145.0	145.2	.3	.4	.1	2.8	3.6	3.5
Schools	140.6	145.3	145.5	.3	.4	.1	2.9	3.6	3.5
Elementary and secondary	140.0	144.5	144.7	.3	.3	.1	2.8	3.5	3.4
Colleges and universities	142.1	147.4	147.6	.3	.6	.1	2.9	4.0	3.9
Public administration ⁴	141.5	145.7	146.1	.5	.9	.3	3.0	3.5	3.3
Occupational group									
White collar	140.2	144.9	145.3	.3	.6	.3	2.9	3.6	3.6
Professional specialty and technical	139.3	144.1	144.5	.4	.6	.3	2.7	3.8	3.7
Executive, administrative, and managerial ...	142.8	147.0	147.2	.1	.6	.1	3.6	3.1	3.1
Administrative support, including clerical	141.3	145.9	146.5	-.1	.6	.4	3.0	3.2	3.7
Blue collar	139.5	143.7	144.2	.5	.8	.3	3.2	3.5	3.4
Service	145.3	149.5	149.7	.7	.6	.1	3.0	3.6	3.0

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.⁵ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.⁶ Formerly called hospitals and other services.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Private industry workers	142.0	146.8	148.5	1.1	1.5	1.2	3.3	4.6	4.6
Excluding sales occupations	141.9	146.5	148.2	1.0	1.4	1.2	3.2	4.3	4.4
Industry									
Goods producing²	139.9	144.8	146.6	.7	1.6	1.2	2.7	4.2	4.8
Excluding sales	139.3	144.2	145.9	.7	1.7	1.2	2.7	4.3	4.7
White collar	142.7	148.1	150.1	.7	1.8	1.4	2.8	4.5	5.2
Excluding sales	141.3	146.5	148.4	.7	1.8	1.3	2.8	4.4	5.0
Blue collar	138.3	142.8	144.4	.9	1.5	1.1	2.7	4.2	4.4
Construction ³	136.9	140.8	143.2	1.0	1.5	1.7	3.2	3.8	4.6
Manufacturing	140.9	146.0	147.5	.7	1.7	1.0	2.7	4.4	4.7
White collar	143.0	148.2	150.2	.8	1.6	1.3	2.8	4.5	5.0
Excluding sales	141.3	146.2	148.2	.9	1.7	1.4	2.9	4.4	4.9
Blue collar	139.4	144.4	145.6	.6	1.6	.8	2.6	4.3	4.4
Durables	141.0	146.5	148.3	.8	1.7	1.2	2.6	4.7	5.2
Aircraft manufacturing (SIC 3721)	142.4	151.2	154.3	1.4	2.9	2.1	2.5	7.6	8.4
White collar	139.5	146.6	150.7	1.6	3.5	2.8	1.8	6.8	8.0
Blue collar	145.7	157.8	158.5	1.0	2.2	.4	4.0	9.4	8.8
Nondurables	140.4	144.9	146.0	.6	1.5	.8	2.7	3.8	4.0
Service producing⁴	142.8	147.4	149.1	1.3	1.4	1.2	3.6	4.6	4.4
Excluding sales	143.3	147.7	149.4	1.1	1.2	1.2	3.5	4.2	4.3
White collar	144.3	149.3	151.0	1.4	1.6	1.1	3.6	4.9	4.6
Excluding sales	145.5	150.3	152.1	1.2	1.3	1.2	3.5	4.5	4.5
Blue collar	137.8	141.8	143.1	1.2	1.4	.9	3.5	4.1	3.8
Service	140.5	143.6	145.1	.9	.8	1.0	3.5	3.1	3.3
Transportation and public utilities ⁵	140.9	143.9	145.7	.9	1.1	1.3	2.8	3.0	3.4
Transportation ^{3,5}	138.1	140.4	141.8	1.0	.6	1.0	2.4	2.6	2.7
Public utilities	144.6	148.6	150.9	.8	1.7	1.5	3.5	3.6	4.4
Communications	144.9	148.4	150.9	1.1	1.6	1.7	4.1	3.6	4.1
Electric, gas, and sanitary services	144.2	148.9	151.0	.6	1.9	1.4	2.8	3.8	4.7
Wholesale and retail trade	141.1	145.6	147.3	1.6	1.5	1.2	3.9	4.8	4.4
Excluding sales	141.9	146.4	148.1	1.4	1.5	1.2	4.1	4.6	4.4
Wholesale trade ³	144.6	150.0	151.8	1.3	1.0	1.2	4.3	5.1	5.0
Excluding sales	144.0	149.6	151.1	1.1	1.5	1.0	4.2	5.1	4.9
Retail trade	139.1	143.2	144.8	1.7	1.8	1.1	3.5	4.7	4.1
General merchandise stores ³	135.6	139.7	141.0	.4	1.0	.9	2.0	3.5	4.0
Food stores ³	135.7	140.1	142.5	1.0	1.4	1.7	2.1	4.3	5.0
Finance, insurance, and real estate ³	145.8	152.0	153.1	3.0	2.5	.7	5.3	7.4	5.0
Excluding sales	148.8	154.2	155.5	2.2	1.7	.8	5.3	5.9	4.5
Banking, savings and loan, and other credit agencies ³	155.4	162.7	164.2	4.4	1.8	.9	7.0	9.3	5.7
Insurance ³	144.0	149.9	151.3	1.6	2.8	.9	3.7	5.8	5.1
Excluding sales	145.4	149.4	150.5	.6	1.6	.7	3.2	3.4	3.5
Services	144.6	149.4	151.2	.8	1.2	1.2	3.1	4.1	4.6
Business services ³	148.7	154.2	156.3	.8	1.5	1.4	5.7	4.5	5.1
Health services	141.4	145.8	147.5	.6	1.1	1.2	1.9	3.8	4.3
Hospitals	142.1	145.8	147.5	.6	.8	1.2	2.8	3.3	3.8
Nursing homes	—	—	—	.9	1.3	1.5	3.8	4.2	4.8
Educational services	148.7	154.0	154.9	.3	.7	.6	3.3	3.8	4.2
Colleges and universities	149.6	154.6	155.5	.3	.8	.6	3.3	3.6	3.9

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Industry—Continued									
Nonmanufacturing industries	142.0	146.7	148.4	1.2	1.5	1.2	3.5	4.6	4.5
White collar	144.1	149.2	151.0	1.3	1.6	1.2	3.5	4.8	4.8
Excluding sales	145.3	150.2	152.0	1.1	1.4	1.2	3.4	4.5	4.6
Blue collar	136.8	140.6	142.3	1.2	1.4	1.2	3.3	4.0	4.0
Service	140.4	143.5	145.1	.9	.8	1.1	3.5	3.1	3.3
Occupational group									
White collar	144.1	149.3	151.1	1.2	1.6	1.2	3.4	4.8	4.9
Excluding sales	144.5	149.4	151.3	1.0	1.4	1.3	3.3	4.5	4.7
Professional specialty and technical	144.1	148.4	150.7	.8	1.2	1.5	2.9	3.8	4.6
Executive, administrative, and managerial ...	145.8	151.1	152.7	1.5	1.3	1.1	4.1	5.1	4.7
Sales ³	142.6	148.9	150.3	2.1	2.5	.9	3.9	6.7	5.4
Administrative support, including clerical	143.7	149.0	150.6	.8	1.9	1.1	2.9	4.5	4.8
Blue collar	138.2	142.6	144.1	.9	1.5	1.1	2.9	4.2	4.3
Precision production, craft, and repair	138.4	142.3	144.1	.9	1.2	1.3	3.0	3.7	4.1
Machine operators, assemblers, and inspectors	138.4	144.0	145.0	.8	1.8	.7	2.7	4.9	4.8
Transportation and material moving	133.6	137.5	138.6	1.5	1.7	.8	2.8	4.5	3.7
Handlers, equipment cleaners, helpers, and laborers	142.3	146.4	148.1	.9	1.4	1.2	3.4	3.8	4.1
Service	140.6	143.9	145.4	.8	.9	1.0	3.4	3.2	3.4
Production and nonsupervisory occupations ⁶	140.8	145.3	146.9	1.1	1.5	1.1	3.1	4.3	4.3

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.⁶ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 4. Employment Cost Index for total compensation¹ for private industry workers, by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Bargaining status									
Union	139.0	143.0	144.4	0.7	1.3	1.0	2.7	3.6	3.9
Blue-collar occupations	136.7	141.1	142.5	.8	1.6	1.0	2.6	4.1	4.2
Goods-producing industries ²	138.2	143.3	144.8	1.1	1.8	1.0	2.9	4.8	4.8
Service-producing industries ³	139.7	142.5	143.9	.4	.8	1.0	2.6	2.4	3.0
Manufacturing	138.1	144.5	145.4	.8	2.5	.6	2.6	5.5	5.3
Blue-collar occupations	137.5	143.9	144.8	.7	2.5	.6	2.5	5.4	5.3
Nonmanufacturing	139.2	141.7	143.4	.8	.6	1.2	2.9	2.6	3.0
Nonunion	142.5	147.4	149.1	1.2	1.5	1.2	3.4	4.7	4.6
Blue-collar occupations	139.0	143.4	144.9	1.0	1.4	1.0	3.2	4.2	4.2
Goods-producing industries ²	140.5	145.4	147.2	.6	1.6	1.2	2.6	4.1	4.8
Service-producing industries ³	143.0	148.0	149.6	1.3	1.6	1.1	3.6	4.9	4.6
Manufacturing	141.7	146.5	148.2	.7	1.5	1.2	2.7	4.1	4.6
Blue-collar occupations	140.2	144.4	145.8	.5	1.0	1.0	2.6	3.5	4.0
Nonmanufacturing	142.4	147.4	149.1	1.3	1.6	1.2	3.6	4.8	4.7
Region⁴									
Northeast	141.5	146.3	147.6	.7	1.4	.9	3.3	4.1	4.3
South	140.7	145.0	146.7	1.2	1.4	1.2	3.2	4.2	4.3
Midwest	143.6	148.9	150.7	1.3	1.8	1.2	2.9	5.1	4.9
West	142.1	147.0	148.8	1.3	1.6	1.2	4.0	4.8	4.7
Area									
Metropolitan	142.0	146.9	148.6	1.1	1.5	1.2	3.3	4.6	4.6
Other	141.8	146.0	147.7	.9	1.7	1.2	3.4	3.9	4.2

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 5. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Civilian workers	139.8	144.0	145.4	1.0	1.1	1.0	3.6	4.0	4.0
Excluding sales occupations	139.6	143.7	145.0	.9	1.0	.9	3.5	3.8	3.9
Industry									
Goods producing ¹	137.4	141.3	143.0	.8	1.1	1.2	3.1	3.7	4.1
Manufacturing	139.0	142.9	144.4	.8	1.0	1.0	3.3	3.6	3.9
Service producing ²	140.7	145.0	146.3	1.1	1.0	.9	3.7	4.2	4.0
Services	142.3	146.6	147.9	.6	.8	.9	3.4	3.6	3.9
Health services	139.7	143.8	145.3	.6	.9	1.0	2.3	3.6	4.0
Hospitals	138.8	142.6	143.8	.5	.7	.8	2.7	3.3	3.6
Educational services	140.6	145.3	145.6	.3	.4	.2	3.0	3.6	3.6
Public administration ³	137.8	142.5	142.9	.7	.7	.3	3.5	4.1	3.7
Nonmanufacturing	139.9	144.2	145.5	1.1	1.1	.9	3.6	4.2	4.0
Occupational group									
White collar	141.6	146.2	147.6	1.1	1.1	1.0	3.6	4.4	4.2
Excluding sales	141.8	146.2	147.6	.9	1.0	1.0	3.5	4.1	4.1
Professional specialty and technical	141.0	144.9	146.4	.6	.6	1.0	3.2	3.4	3.8
Executive, administrative, and managerial ...	143.8	148.6	149.9	1.6	1.0	.9	4.0	4.9	4.2
Administrative support, including clerical	140.9	145.5	146.9	.6	1.4	1.0	3.5	3.9	4.3
Blue collar	135.8	139.2	140.6	1.0	.9	1.0	3.3	3.5	3.5
Service	139.4	143.0	144.0	.8	.9	.7	3.6	3.4	3.3
State and local government	139.6	144.3	144.7	.4	.6	.3	3.1	3.8	3.7
Industry									
Services	139.9	144.6	144.9	.3	.4	.2	2.9	3.7	3.6
Excluding schools ^{4,5}	139.6	144.3	144.8	.4	.8	.3	3.0	3.8	3.7
Health services	140.4	145.3	145.7	.5	.8	.3	2.9	4.0	3.8
Hospitals	140.6	145.3	145.6	.6	.8	.2	3.0	4.0	3.6
Educational services	139.8	144.5	144.8	.2	.3	.2	2.9	3.6	3.6
Schools	140.0	144.7	144.9	.3	.3	.1	2.9	3.7	3.5
Elementary and secondary	139.9	144.5	144.6	.3	.3	.1	2.8	3.6	3.4
Colleges and universities	139.8	144.9	145.6	.1	.3	.5	3.2	3.8	4.1
Public administration ³	137.8	142.5	142.9	.7	.7	.3	3.5	4.1	3.7
Occupational group									
White collar	139.3	144.1	144.5	.3	.5	.3	3.0	3.7	3.7
Professional specialty and technical	139.4	144.3	144.7	.4	.5	.3	2.8	3.9	3.8
Executive, administrative, and managerial ...	140.5	144.9	145.1	.3	.4	.1	3.6	3.4	3.3
Administrative support, including clerical	137.5	142.4	143.0	.1	.5	.4	3.2	3.6	4.0
Blue collar	137.6	141.5	142.1	.5	.6	.4	3.1	3.4	3.3
Service	142.1	146.4	146.6	.7	.5	.1	3.6	3.8	3.2

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.⁴ Average standard errors (SE) for the series exceed 0.3 percent for3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.⁵ Formerly called hospitals and other services.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Private industry workers	139.7	143.9	145.4	1.2	1.2	1.0	3.6	4.2	4.1
Excluding sales occupations	139.6	143.5	145.1	1.0	1.1	1.1	3.6	3.8	3.9
Industry									
Goods producing ¹	137.3	141.3	143.0	.7	1.1	1.2	3.1	3.7	4.2
Excluding sales	136.6	140.5	142.1	.8	1.2	1.1	3.1	3.7	4.0
White collar	140.5	145.0	146.8	.8	1.4	1.2	3.1	4.0	4.5
Excluding sales	138.8	143.2	144.9	.7	1.3	1.2	3.1	3.9	4.4
Blue collar	135.4	139.0	140.5	.8	1.0	1.1	3.1	3.5	3.8
Construction ²	131.9	136.0	138.0	.9	1.8	1.5	3.0	4.1	4.6
Manufacturing	139.0	142.9	144.4	.8	1.0	1.0	3.3	3.6	3.9
White collar	141.4	145.8	147.7	.9	1.3	1.3	3.4	4.1	4.5
Excluding sales	139.6	143.7	145.6	.9	1.2	1.3	3.4	3.9	4.3
Blue collar	137.2	140.8	142.0	.7	.8	.9	3.1	3.3	3.5
Durables	139.1	143.0	144.7	.9	.8	1.2	3.4	3.7	4.0
Aircraft manufacturing (SIC 3721)	141.5	146.3	148.6	1.5	1.9	1.6	3.4	4.9	5.0
White collar	138.0	142.1	145.2	1.8	2.2	2.2	3.2	4.9	5.2
Blue collar	145.5	151.8	152.1	.7	1.3	.2	3.6	5.1	4.5
Nondurables	138.7	142.7	143.9	.5	1.3	.8	2.8	3.4	3.7
Service producing ³	140.8	145.0	146.5	1.4	1.2	1.0	3.8	4.4	4.0
Excluding sales	141.4	145.3	146.9	1.1	1.0	1.1	3.8	3.9	3.9
White collar	142.3	146.9	148.5	1.4	1.3	1.1	3.9	4.7	4.4
Excluding sales	143.7	147.8	149.6	1.2	1.0	1.2	3.8	4.1	4.1
Blue collar	135.9	139.1	140.3	1.1	.9	.9	3.7	3.5	3.2
Service	137.8	141.1	142.5	.8	1.1	1.0	3.6	3.2	3.4
Transportation and public utilities ⁴	136.8	138.5	140.0	1.0	.4	1.1	3.0	2.3	2.3
Transportation ^{2,4}	133.7	134.9	136.2	1.1	.0	1.0	2.5	2.0	1.9
Public utilities	140.6	143.2	144.9	1.0	1.0	1.2	3.6	2.9	3.1
Communications	141.1	143.4	145.0	1.2	.8	1.1	3.9	2.9	2.8
Electric, gas, and sanitary services	140.0	143.0	144.7	.8	1.2	1.2	3.2	3.0	3.4
Wholesale and retail trade	139.6	143.8	145.5	1.4	1.3	1.2	3.7	4.4	4.2
Excluding sales	141.1	145.2	146.8	1.1	1.3	1.1	4.1	4.1	4.0
Wholesale trade ²	142.3	147.4	149.4	1.1	.6	1.4	3.8	4.8	5.0
Excluding sales	143.0	147.9	149.7	.8	1.0	1.2	3.8	4.2	4.7
Retail trade	138.3	142.1	143.5	1.5	1.8	1.0	3.8	4.3	3.8
General merchandise stores ²	134.3	137.8	138.5	.4	.8	.5	2.1	3.1	3.1
Food stores ²	132.8	136.7	139.5	.8	1.3	2.0	1.8	3.7	5.0
Finance, insurance, and real estate ²	142.4	148.7	149.5	3.8	2.4	.5	5.6	8.4	5.0
Excluding sales	144.8	150.2	151.5	2.7	1.5	.9	5.3	6.5	4.6
Banking, savings and loan, and other credit agencies ²	154.5	162.0	163.3	5.7	1.5	.8	7.9	10.9	5.7
Insurance ²	139.8	145.5	146.6	1.7	2.8	.8	3.7	5.9	4.9
Excluding sales	139.9	143.2	144.1	.6	1.1	.6	3.1	2.9	3.0
Services	143.2	147.4	149.1	.7	1.0	1.2	3.5	3.7	4.1
Business services ²	146.3	152.0	154.1	.6	1.5	1.4	5.1	4.5	5.3
Health services	139.6	143.5	145.3	.6	.9	1.3	2.3	3.5	4.1
Hospitals	138.3	141.8	143.3	.5	.6	1.1	2.7	3.1	3.6
Nursing homes	—	—	—	.9	1.3	1.5	3.9	4.3	4.9
Educational services	144.2	148.9	149.6	.2	.5	.5	3.3	3.5	3.7
Colleges and universities	144.4	148.9	149.4	.2	.7	.3	3.4	3.3	3.5

See footnotes at end of table.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Industry—Continued									
Nonmanufacturing industries	139.7	143.9	145.5	1.3	1.3	1.1	3.7	4.4	4.2
White collar	142.0	146.5	148.2	1.4	1.2	1.2	3.8	4.6	4.4
Excluding sales	143.2	147.4	149.1	1.1	1.0	1.2	3.7	4.1	4.1
Blue collar	134.0	137.4	138.9	1.2	1.2	1.1	3.5	3.8	3.7
Service	137.7	140.9	142.4	.9	1.0	1.1	3.6	3.2	3.4
Occupational group									
White collar	142.1	146.6	148.3	1.3	1.2	1.2	3.7	4.5	4.4
Excluding sales	142.5	146.7	148.5	1.1	1.0	1.2	3.6	4.0	4.2
Professional specialty and technical	141.8	145.1	147.3	.8	.7	1.5	3.4	3.1	3.9
Executive, administrative, and managerial ...	144.3	149.2	150.7	1.7	1.1	1.0	4.0	5.1	4.4
Sales ²	140.5	146.7	147.9	2.3	2.4	.8	3.9	6.8	5.3
Administrative support, including clerical	141.4	146.0	147.5	.7	1.5	1.0	3.4	4.0	4.3
Blue collar	135.6	139.1	140.5	1.0	1.0	1.0	3.3	3.6	3.6
Precision production, craft, and repair	135.6	138.9	140.6	1.0	1.0	1.2	3.4	3.4	3.7
Machine operators, assemblers, and inspectors	136.7	140.7	141.6	.7	.9	.6	3.0	3.7	3.6
Transportation and material moving	131.0	134.1	135.2	1.5	1.1	.8	3.6	3.9	3.2
Handlers, equipment cleaners, helpers, and laborers	138.3	141.8	143.6	.7	1.0	1.3	3.4	3.3	3.8
Service	137.8	141.0	142.5	.8	1.0	1.1	3.6	3.1	3.4
Production and nonsupervisory occupations⁵	138.2	142.1	143.7	1.0	1.2	1.1	3.4	3.9	4.0

¹ Includes mining, construction, and manufacturing.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

³ Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

⁴ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.

⁵ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 7. Employment Cost Index for wages and salaries for private industry workers by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Bargaining status									
Union	134.7	137.2	138.5	0.8	0.5	0.9	3.1	2.7	2.8
Blue-collar occupations	132.5	135.2	136.5	1.0	.5	1.0	3.1	3.0	3.0
Goods-producing industries ¹	133.8	137.2	138.4	1.1	.8	.9	3.4	3.7	3.4
Service-producing industries ²	135.8	137.6	138.9	.3	.3	.9	2.7	1.6	2.3
Manufacturing	134.7	138.8	139.7	.8	.9	.6	3.3	3.9	3.7
Blue-collar occupations	134.1	137.8	138.7	.8	.7	.7	3.2	3.6	3.4
Nonmanufacturing	134.6	136.4	137.8	.7	.4	1.0	2.9	2.0	2.4
Nonunion	140.7	145.1	146.7	1.2	1.3	1.1	3.7	4.4	4.3
Blue-collar occupations	137.5	141.4	142.9	1.0	1.2	1.1	3.5	3.8	3.9
Goods-producing industries ¹	138.8	142.9	144.7	.7	1.3	1.3	3.0	3.7	4.3
Service-producing industries ²	141.3	145.8	147.3	1.4	1.3	1.0	4.0	4.7	4.2
Manufacturing	140.5	144.4	146.1	.8	1.0	1.2	3.2	3.6	4.0
Blue-collar occupations	139.2	142.8	144.2	.5	.8	1.0	3.0	3.1	3.6
Nonmanufacturing	140.5	145.0	146.6	1.4	1.4	1.1	3.8	4.6	4.3
Region³									
Northeast	138.2	142.3	143.7	.8	1.0	1.0	3.3	3.8	4.0
South	139.4	143.0	144.6	1.1	1.1	1.1	3.3	3.7	3.7
Midwest	141.0	145.3	147.1	1.5	1.2	1.2	3.7	4.6	4.3
West	140.2	144.7	146.3	1.4	1.5	1.1	4.2	4.7	4.4
Area									
Metropolitan	139.9	144.1	145.7	1.2	1.1	1.1	3.6	4.2	4.1
Other	138.4	142.2	143.7	.9	1.4	1.1	3.7	3.7	3.8

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.³ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan,

Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 8. Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for—					
	June 1999	Mar. 2000	Jun. 2000	3 months ended—			12 months ended—		
				June 1999	Mar. 2000	Jun. 2000	June 1999	Mar. 2000	Jun. 2000
Civilian workers	146.6	152.6	154.3	0.9	2.1	1.1	2.5	5.0	5.3
State and local government	144.0	148.2	148.5	.3	1.0	.2	2.6	3.2	3.1
Private industry	147.3	153.8	155.7	1.0	2.4	1.2	2.5	5.5	5.7
Industry									
Goods producing ¹	145.2	152.3	154.2	.7	2.8	1.2	1.9	5.6	6.2
Service producing ²	147.9	154.0	156.0	1.2	2.2	1.3	2.9	5.4	5.5
Manufacturing	144.5	152.3	153.9	.6	3.0	1.1	1.5	6.1	6.5
Aircraft manufacturing (SIC 3721)	144.3	161.9	166.6	1.2	5.2	2.9	.8	13.5	15.5
White collar ³	142.7	156.8	163.6	1.0	6.2	4.3	-1.6	11.0	14.6
Blue collar	146.3	169.2	170.5	1.5	3.8	.8	4.9	17.3	16.5
Nonmanufacturing	148.0	154.0	156.1	1.2	2.2	1.4	2.8	5.3	5.5
Occupational group									
White collar	149.4	156.3	158.5	1.0	2.5	1.4	2.6	5.7	6.1
Blue collar	143.6	150.0	151.6	1.0	2.6	1.1	2.3	5.5	5.6
Service ³	147.6	150.8	152.7	.9	.6	1.3	2.7	3.1	3.5
Bargaining status									
Union	146.9	153.7	155.5	.8	2.7	1.2	2.2	5.4	5.9
Nonunion	147.1	153.6	155.5	1.0	2.4	1.2	2.6	5.5	5.7

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five yearsending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

EXPLANATORY NOTES

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series provide the change for the two components of compensation.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the ECI are: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as lump-sum payments provided in lieu of wage increases and referral bonuses); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

The June 2000 ECI includes an expanded definition of nonproduction bonuses designed to improve representation of compensation packages offered to employees. In addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, the June ECI includes hiring and referral bonuses. A fact sheet has been prepared with additional information on this change and its effect on the ECI. See page 3 for more detailed information.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding households and the public sector excluding the Federal government. The private industry series and the State and local government series provide data for the two sectors separately.

Data for this quarter were collected from a probability sample of approximately 25,100 occupational observations within about 6,000 sample establishments in private industry and approximately 4,000 occupations within about 800 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sampled establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In 1996, some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513), which includes support establishments. While the establishments in question were engaged in the delivery of letters, parcels, and packages, they were operated by enterprises engaged in furnishing air delivery of individually addressed letters, parcels, and packages. The ECI sample introduced these reclassifications with the June 1998 reference period.

Within an establishment, specific job categories are selected to represent broader occupational groups. Since March 1995, the jobs are classified according to the 1990 Census, which differs little from the 1980 Census. From June 1986 through December 1994, the jobs were classified according to definitions used in the 1980 Census. Prior to June 1986, they were classified according to the 1970 Census. Differences between the two classification systems are slight, as indicated in the article "Introducing new weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review.

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Statistics survey, have been used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," published in the June 1995 issue of Compensation and Working Conditions, (available upon request). From June 1986 through December 1994,

employment counts from the 1980 Census were used as weights. Before June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

Beginning with the March 1990 ECI release, indexes were rebased to June 1989=100. A description of the rebasing is included in the article "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review.

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series. The seasonal adjustment factors are recalculated once a year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The new seasonal factors for 2000 and the historical listing containing revised seasonally adjusted indexes are available on the Internet site (<http://stats.bls.gov/ecthome.htm>) or upon request. The factors are also published in the summer issue of Compensation and Working Conditions.

The ECI sample is rotated over approximately five years; this makes it more representative and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis and is being integrated with the Bureau's National Compensation Survey (NCS). Integrated samples result in an increase in the number of private industry establishments and occupations in the survey. The NCS-ECI private industry sample will be completely integrated in 2001.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 2000," and in an annual bulletin, Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). A description of the cost levels data (ECEC) is provided in the article "Analyzing Employers' Costs for Wages, Salaries, and Benefits" in the October 1987 issue of the Monthly Labor Review. This article, along with other ECEC research articles, also appears in the annual bulletin. The cost levels are calculated with current employment weights, rather than the fixed 1990 weights used in computing the ECI. Therefore, year-to-year changes in the cost levels usually differ from those in the ECI.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Because standard errors vary from quarter to quarter, the ECI uses a five-year moving average of standard errors to evaluate published series. Currently, in the higher level aggregate series, the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for

3-month changes and 0.6 percent or less for 12-month changes. Series found to have a higher average standard error for the five years ending December 1996 are footnoted in the tables.

BLS is evaluating ECI publication standards as part of its overall quality improvement plan. The first phase of this evaluation, a review of the statistical reliability of the ECI series, is complete. To improve the quality of the ECI estimates, the sample size is being increased and other initiatives, such as revising collection procedures, are being explored. All series will continue to be published until further notice, although, as indicated above, standard errors for some series are large. The five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>) shortly after publication of the news release.

When comparing data by bargaining status, it is important to note that differences may be due to factors other than bargaining status, such as occupational and industry mix. For example, union occupations tend to be concentrated in blue-collar occupations within manufacturing industries. Thus, differences between blue-collar and white-collar pay or differences in manufacturing versus nonmanufacturing industries could explain such differences.

More detailed information on the ECI is available in several sources. These include annual bulletins--Employment Cost Indexes and Levels, 1975-98, (Bulletin 2514), a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The annual bulletins are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690, (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 691-6199 or sending e-mail to (ocltinfo@bls.gov). Current and historical data are available at the web site: (<http://stats.bls.gov/ecthome.htm>).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5886; Federal Relay Service Number: 1-800-877-8339.